

2019 Book of States Responses with Geographic Comparison to Anchorage, AK

State or other jurisdiction	Governor	Governor w/ Geo Salary	Lieutenant governor	Lt Governor w/ Geo Salary	Attorney General	Att General w/ Geo Salary	Corrections	Corrections w/ Geo Salary	Education	Education w/ Geo Salary	Fish & Wildlife	Fish & Wildlife w/ Geo Salary	Labor	Labor w/ Geo Salary	Natural resources	Nat Resources w/ Geo Salary	Transportation	Transportation w/ Geo Salary
Average w/all		154,456		106,156		141,356		160,821		182,548		138,346		144,270		150,082		170,632
Average w/o Territories		156,564		106,853		143,383		165,939		187,592		142,097		148,100		154,407		174,752
Alaska	145,000		115,000		141,156		141,156		141,156		141,156		141,156		141,156		141,156	
Alabama	120395	134,152	60,830	73,800	168,002	179,714	71,712	85,309	250,000	261,112	113,479	127,328	139,859	153,355	141,000	154,476	169,000 (a-29)	180,647
Arizona	95,000	108,320	70,000 (a-2)	83,036	90,000	103,063	185,000	197,593	85,000	97,806	160,000	173,777	150,000	164,251	175,000	188,067	150,000	164,251
Arkansas	148,134	169,959	43,584	56,569	136,578	158,869	155,052	176,598	235,823	257,386	135,383	157,722	134,068	156,460	116,160	137,856	218,998 (a-29)	240,244
California	201,680	199,463	151,260	150,678	175,182	173,843	265,920	262,173	175,182	173,843	189,091	187,291	209,944	207,517	209,944	207,517	197,947	195,854
Colorado	90,000	94,317	93,360	97,517	107,676	111,153	170,004	170,269	262,656	259,411	153,216	154,952	170,000	170,265	170,004	170,269	170,000	170,265
Connecticut	150,000 (d)	151,702	110,000	111,528	119,625	121,113	167,500	168,809	192,500	193,116	140,093 (c)	141,725	157,000	158,601	151,223	152,934	190,750	191,414
Delaware	171,000	180,618	81,239	92,008	148,893	159,620	151,088	161,704	164,055	174,021	101,525	112,507	122,333	133,358	131,011	142,027	141,572	152,577
Florida	130, 273	148,691	124,851	143,099	128,972	147,349	160,000	177,028	276,000	290,708	140,737	159,009	141,000	159,255	150,000	167,673	141,000	159,255
Georgia	175,000	177,720	91,609	99,598	139,169	144,955	160,000	164,208	123,270	129,852	135,000	140,995	122,786	129,392	175,000	177,720	250,000	250,216
Hawaii	158,700	168,635	154,812	164,695	154,812	164,695	147,444	157,227	240,000	251,181	106,572 (b)	114,577	147,444	157,227	147,444	157,227	147,444	157,227
Idaho	138,302	160,423	42,909	54,451	124,000	145,793	139,984	162,054	104,207	124,739	136,572	158,745	126,152 (a-21)	148,083	129,771	151,932	184,849	205,818
Illinois	177,412 (d)	192,583	135,669	151,118	156,541	171,924	150,228	165,675	225,000	241,582	133,273 (a-35)	148,636	124,090	139,125	133,273	148,636	150,228	165,675
Indiana	121,331	135,086	95,162	107,794	99,418	112,231	154,400	168,577	98,418	111,189	88,997	101,366	115,895	129,416	125,700	139,644	171,600	185,332
Iowa	130,000	146,157	103,212	117,944	123,669	139,490	142,500	158,945	140,000	156,513	102,690	117,387	112,070	127,275	128,890	114,988	147,014	163,337
Kansas	99,636	121,002	54,000	68,535	98,901	120,226	135,000	158,045	175,000	197,148	84,000	103,491	113,400	135,533	111,490	133,517	110,000	131,944
Kentucky	148781	175,182	126485	153,307	126,485	153,307	115,000	141,002	200,000	226,977	140,000	166,604	137000	163,674	105,000	130,288	137,000	163,674
Louisiana	130,000	144,467	117,303	131,806	115,000	129,510	136,719	151,166	275,000	289,125	123,614	138,099	137,000	151,447	129,210	143,679	176,900	189,306
Maine	70,000	87,187	(e)		105,914	127,572	139,734	163,350	139,734	163,350	139,734	163,350	139,734	163,350	139,734	163,350	139,734	163,350
Maryland	170,000	174,443	141,500	146,031	141,500	146,031	159,072 (b)	163,576	153,532 (b)	158,066	116,185 (b)	120,644	161,975 (b)	166,462	159,312 (b)	163,814	174,419 (b)	178,837
Massachusetts	185,000	173,609	122,058	114,484	136,402	127,877	150,000	140,765	161,522	151,686	129,000	120,861	119,060	111,791	161,522	151,686	161,522	151,686
Michigan	159,300	174,499	111,510	125,394	112,410	126,326	175,000	190,452	216,240	232,683	134,466 (c)	149,167	165,000	180,291	165,000	180,291	165,000	180,291
Minnesota	127,629	131,664	82,959	87,264	121,248	125,203	150,002	154,318	1,500,002	154,318	137,599	141,760	144,991	149,244	154,992	159,201	154,992	159,201
Mississippi	122,160	144,467	60,000	76,904	108,960	130,802	132,761	155,363	300,000	325,911	147,216	169,217	N.O.		129,347	151,907	157,000	178,594
Missouri	133,821	157,837	86,484	107,591	116,437	139,753	125,381	149,219	193,464	216,263	86,724 (c)	107,856	129,280	153,346	125,381	149,219	179,256	201,939
Montana	115,505	142,426	86,990	110,332	137,008	165,023	111,904	138,444	107,127	133,161	111,904	138,444	111,895	138,434	111,895	138,434	111,895	138,434
Nebraska	105,000	124,205	75,000	91,846	95,000	113,683	188,957	207,006	227,390	246,925	117,260	136,770	134,172	154,102	151,919	171,099	151,840	171,024
Nevada	149,573 (d)	161,516	63,648	72,334	141,086	153,194	128,998	140,993	128,998	140,993	118,200	130,094	98,880	110,161	128,998	140,993	128,998	140,993
New Hampshire	134,581	144,855	(e)		128,260	138,478	117,913	128,038	114,553	124,648	100,171	109,988	105,930	115,907	114,554	124,649	117,913	128,038
New Jersey	175,000	166,076	141,000	134,342	140,000	133,409	141,000	134,342	141,000	134,342	105,783	102,078	141,000	134,342	125,000	119,417	141,000	134,342
New Mexico	110,000	127,984	85,000	101,109	95,000	111,880	N/A		128,000	147,269	115,003	133,344	128,000	147,269	128,000	147,269	128,000	147,269
New York	200,000	209,521	151,500	161,672	151,500	161,672	136,000	145,988	250,000	259,196	136,000	145,988	127,000	136,661	136,000	145,988	136,000	145,988
North Carolina	144,349	152,099	127,561	135,929	127,561	135,929	N/A		127,561	135,929	141,382	149,242	127,561	135,929	152,944	159,939	195,352	197,797
North Dakota	129,096 (d)	144,456	103,221	117,404	157,009	172,352	150,000	165,510	120,410	135,383	128,136	143,453	208,000	223,164	N.O.		170,000	185,032
Ohio	153,650	164,879	176,426	186,692	113,506	124,430	155,002	166,174	189,571	199,281	107,557	118,325	N/A		169,998	180,536	155,002	166,174
Oklahoma	147,000	171,466	114,713	138,189	132,825	157,462	185,000	209,415	124,373	148,621	140,000	164,551	105,053	127,757	126,508	150,927	150,000	174,430
Oregon	98,600	112,750	77,000 (a-2)	89,403	82,220	95,045	185,104	200,997	157,581	173,977	152,652	169,138	77,000	89,403	N.O.		185,103	200,996
Pennsylvania (f)	194,850	212,243	163672	180,669	162,115	179,105	155,879	172,839	155,879	172,839	138,084 (c)	154,958	155,879	172,839	148,085	165,007	155,879	172,839
Rhode Island (g)	145,755	150,201	122,740	127,320	132,521	137,044	145,644	150,091	212,106	214,976	135,000 (a-23)	139,509	135,000 (a-21)	139,509	135,000 (a-23)	139,509	135,000	139,509
South Carolina	106,078	125,586	46,545	58,749	92,007	110,358	168,043	188,552	92,007	110,358	135,072	156,139	127,950	148,735	135,072	156,139	187,200	207,691
South Dakota	113,961	138,198	68,680 (h)	89,696	112,096	136,251	124,462	149,157	123,864	148,533	124,462	149,157	112,805	136,991	119,675	144,161	124,462	149,157
Tennessee	194,112	211,966	72,948 (e)	87,059	188,952	206,713	161,904	179,984	200,004	217,964	168,708	186,655	161,904	179,984	168,708	186,655	161,904	179,984
Texas	153,750	157,584	7,200	8,088	153,750	157,584	266,500	263,815	220,375	218,202	200,643	198,941	182,500	182,940	211,415	209,342	299,812	296,757
Utah	150,000	164,496	135,000	149,933	104,405	118,624	131,997	146,860	230,069	243,215	114,004	128,447	130,000	144,816	140,004	155,005	163,425	177,243
Vermont	178,274	197,888	70,470	85,939	131,019	151,395	121,056	140,805	136,448	156,946	101,920	120,464	121,056	140,805	136,448	156,946	136,448	156,946
Virginia	175,000	181,631	36,321	38,703	150,000	158,216	184,051	190,108	235,000	240,563	N/A		139,647	148,180	172,000	178,821	212,661	218,085
Washington	183,072	193,808	103,937	114,920	162,599	173,835	181,440	192,216	134,212	145,799	168,300	179,397	168,792	179,877	138,225	149,876	194,136	204,611
West Virginia	150,000	171,777	20,000 (e)	24,543	95,000	116,088	90,504	111,022	230,000	253,259	75,000	93,551	70,000	93,551	75,000 (a-25)	93,551	92,160	112,888
Wisconsin	152,756	168,320	80,684	92,521	148,242	163,875	150,009	165,615	127,047	142,111	113,027	127,220	140,005	155,765	147,000	162,652	145,018	160,701

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Average w/all		154,456		106,156		141,356		160,821		182,548		138,346		144,270		150,082		170,632
Average w/o Territories		156,564		106,853		143,383		165,939		187,592		142,097		148,100		154,407		174,752
Alaska	145,000		115,000		141,156		141,156		141,156		141,156		141,156		141,156		141,156	
Wyoming	105,000	123,540	92,000 (a-2)	109,534	175,000	193,690	148,628	167,759	92,000	109,534	148,593	167,724	96,804	114,873	123,257	142,294	156,000 (a-29)	175,007
Guam	130,000	155,169	85,000	109,484	105,286	130,508	67,150	89,968	82,025	106,231	60,850	83,079	73,020	96,386	60,850	83,079	N.O.	
No. Mariana Islands	70,000	89,278	65,000	83,810	80,000	100,213	40,800 (b)	57,882	80,000	100,213	40,800 (b)	57,882	45,000	62,371	52,000	69,853	40,800 (b)	57,882
Puerto Rico	70,000	100,295	N.O.		N/A		N/A		N/A		N/A		N/A		N/A		N/A	
U.S. Virgin Islands	150,000	169,764	75,000	92,410	76,500	94,050	76,500	94,050	76,500	94,050	76,500	94,050	76,500	94,050	76,500	94,050	65,000	81,476

Source : The Council of State Governments’ survey of state personnel agencies and state Web sites, May 2019.

\* Commonwealth of Northern Mariana Islands

- Key :
- N/A — Not available.
- N.O. — No specific chief administrative official or agency in charge of function.
- (a-2) Secretary of state.
- (a-21) Employment Services
- ( a-23) Environmental protection.
- (a-25) Fish and wildlife
- (a-29) Highways.
- (a-35) Natural resources.
- (b) Salary ranges, top figure in ranges follow:

**Hawaii:** Employment Services, \$177,408; Energy, \$177,408; Fish and Wildlife, \$177,408; Highway, \$177,408; Licensing, \$168,936; Parks and Recreation, \$177,408; Planning, \$177,408; Post-Audit, \$177,408; Pre- Audit, \$177,408; Welfare, \$168,936.

**Maryland:** For these positions the salary in the chart is the actual salary and the following are the salary ranges: Adjutant General, \$114,874 - \$153,532; Administration, \$114,874 - \$153,532; Agriculture, \$114,874 - \$153,532; Banking, \$73,612- \$118,197; Budget, \$133,069-\$177,977; Civil Rights, \$92,333-\$123,236; Commerce, \$133,069-\$177,977; Consumer Affairs, \$83,836 - \$134,749; Corrections, \$133,069 - \$177,977; Economic Development, \$\$133,069 - \$177,977; Elections Administration, \$99,275 - \$132,569; Emergency Management, \$114,784 - \$153,532; Workforce Development, \$123,618 - \$165,281; Energy, \$99,275 - \$132,569; Environmental Protection, \$123,618 -\$165,281; Finance, \$133,069 - 177,977; Fish and Wildlife - \$92,333 - \$123,236; Health, \$133,069-\$177,977; Higher Education, \$ 123,618 - \$165,281; Information Services, \$133,069-\$177,977; Insurance, \$133,069-\$177,977; Labor, \$123,618 - \$165,281; Licensing, \$92,333 - \$123,236; Mental Health shared duties, \$154,064 - \$254,576 (vacant at press time) and \$114,874 - \$153,532 (actual, \$140,526); Natural Resources, \$123,618 - \$165,281; Parks and Recreation, \$78,596 - \$126,186; Personnel, \$106,773 - \$142,646; Planning, \$114,874 - \$153,532; Post-Audit, \$53,193 - \$85,401; Pre-Audit, \$99,275 - \$132,569; Public Library, \$92,333 - \$123.236; Public Utility Regulation - \$153,027 - \$256,866, Purchasing \$85,902 - 114,600 (vacant at press time); Revenue, \$99,275 - \$132,569; Social Services, \$133,069 - \$177,977; Solid Waste Management, \$106,773 - \$142,646; State Police, \$133,069 - \$177,977; Tourism, \$106,773 - \$142,646; Transportation, \$133,069 - \$177,977; Welfare, \$92,333 - \$123,236.

**Northern Mariana Islands:** \$49,266 top of range applies to the following positions: Treasurer, Banking, Comptroller, Corrections, , Employment Services, Fish and Wildlife, Highways, Insurance, Mental Health and Retardation, Parks and Recreation, Purchasing, Social/Human Services, Transportation.

- (c) Responsibilities shared between:
- Connecticut** - Fish And Wildlife - Responsibilities shared between Chief Richard Jacobson of Wildlife, \$151,223 and Director Peter Aarrestad of Inland and Marine Fisheries, \$128,962 . (The amount used is an average of these salaries.)
- Michigan** - Fish and Wildlife - Responsibilities shared between Chief of Fisheries, Jim Dexter, \$136,058 and Chief of Wildlife, James Russ Mason, \$132,874. (The amount used is an average of these salaries.)
- Missouri** - Fish and Wildlife - Responsibilities shared between Administrator, Division of Fisheries, Department of Conservation, position vacant; Administrator, Division of Wildlife, same department, \$86,724.
- Pennsylvania** - Fish and Wildlife - Responsibilities shared between Executive Director (Fish), \$144,157 and Executive Director (Game), \$132,010. (The amount used is an average of these salaries.)

- (d) These individuals have voluntarily taken no salary or a reduced salary:
- Connecticut** - Governor Ned Lamont will forego his salary of \$150,000.
- Illinois** - Governor Pritzker will not take his salary of \$177,412.
- Nevada** - Governor Sisolak pledged to donate his salary to K-12 schools all four years of his term.
- North Dakota** - Governor Doug Burgum has declined his salary of \$129,096.
- (e) In Maine, New Hampshire, Tennessee and West Virginia, the presidents (or speakers) of the Senate are next in line of succession to the governorship. In Tennessee and West Virginia, the speaker of the Senate bears the statutory title of lieutenant governor.
- (h) \$68,680 part time.